

R277-522 received final approval by the Utah State Board of Education on September 8, 2017. R277-522 is published in the October 1, 2017 Utah State Bulletin, subject to a 30-day comment period, with a first possible effective date of November 7, 2017.

R277. Education, Administration.

R277-522. Entry Years Enhancements (EYE) for Quality Teaching - Level 1 Utah Teachers.

R277-522-[2]1. Authority and Purpose.

~~[A-](1)~~ This rule is authorized by:

(a) Utah Constitution Article X, Section 3, which vests general control and supervision ~~[of the]over~~ public ~~[school system under]~~education in the Board; ~~[by]~~

~~(b)[Section 53A-9-103(5) which directs career ladder programs to include a program of evaluation and mentoring for beginning teachers designed to assist those beginning teachers in developing the skills required of capable teachers;]~~ Section 53A-1-401, which allows the Board to make rules to execute the Board's duties and responsibilities under the Utah Constitution and state law;

~~(c) Subsection 53A-6-102(2)(a)(iii) which finds that the implementation of progressive strategies regarding induction, professional development and evaluation are essential in creating successful teachers; and~~

~~(d) Section 53A-6-106, which directs the Board to establish [a] rules for the training and experience required of educator license applicants [for teaching; and Section 53A-1-401(3) which allows the Board to adopt rules in accordance with its responsibilities].~~

~~[B-](2)~~ The purpose of this rule is to outline required entry years enhancements of professional and emotional support for Level 1 teachers ~~[whose employment or reemployment in the Utah public schools began after January 1, 2003. The requirements apply to teachers during their first three years of teaching and include mentoring, testing, assessment/evaluation, and developing a professional portfolio. The purpose of these enhancements is]~~ to develop ~~[in Level 1 teachers]~~ successful teaching skills and strategies with assistance from experienced colleagues.

R277-522-[4]2. Definitions.

~~[A. "Accredited" means a teacher preparation program accredited by the National Council for Accreditation of Teacher Education (NCATE), the Teacher Education Accreditation Council (TEAC) or one of the major regional accrediting associations as defined under R277-503-1L.~~

~~——— B. "Board" means the Utah State Board of Education.]~~

~~[C-](1)~~ "Comprehensive Administration of Credentials for Teachers in Utah Schools" or "[([CACTUS])]" [means a database that maintains public information on licensed Utah educators] has the same meaning as set forth in Subsection R277-512-2(1).

~~[D. "Educational Testing Services (ETS)" is an educational measurement institution that has developed standards-based teacher assessment tests.]~~

~~[E-](2)~~ "Entry years" means the three years a beginning teacher holds a Level 1 license.

~~[F-](3)~~ "Interstate New Teacher Assessment and Support Consortium" or "INTASC" means the [Interstate New Teacher Assessment and Support Consortium,] organization that has established Model Standards for Beginning Teacher Licensing and Development[.], which include [The] ten principles reflecting what beginning teachers should know and be able to do as a professional teacher. [The Board has adopted these principles as part of the NCATE standards.]

(4) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the

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~~[G.](5) “Level 1 license” [means a Utah professional educator license issued upon completion of an approved preparation program or an alternative preparation program, or pursuant to an agreement under the NASDTEC Interstate Contract, to applicants who have also met ancillary requirements established by law or rule] has the same meaning as set forth in Subsection R277-503-2(9).~~

~~[H.](6) “Level 2 license” [means a Utah professional educator license issued after satisfaction of all requirements for a Level 1 license and:~~

~~—— (1) requirements established by law or rule;~~

~~—— (2) three years of successful education experience within a five-year period; and~~

~~—— (3) satisfaction of requirements under R277-522 for teachers employed after January 1, 2003] has the same meaning as set forth in Subsection R277-503-2(10).~~

~~[I.](7) “Level 3 license” [means a Utah professional educator license issued to an educator who holds a current Utah Level 2 license and has also received National Board Certification or a doctorate in education or in a field related to a content area in a unit of the public education system or an accredited private school] has the same meaning as set forth in Subsection R277-503-2(11).~~

~~[J.](8) “Mentor” means a Level 2 or Level 3 educator, who is trained to advise and guide Level 1 teachers.~~

~~[K.](9) “Praxis II” or “Praxis II - Principles of Learning and Teaching” is a widely-used standards-based test [provided] designed by the Educational Testing Services [ETS and designed] to assess a beginning teacher’s pedagogical knowledge. [This test is used by many states as part of their teacher licensing process. Colleges and universities use this test as an exit exam from teacher education programs.]~~

~~[L.](10) “Professional development” means locally or Board-approved education-related training or activities that enhance an educator’s background consistent with Rule R277-501[, Educator License Renewal].~~

~~[M.](11) “Teaching assessment[?] or evaluation” means an observation of a Level 1 teacher’s instructional skills by a school district or school administrator using an evaluation tool based on or similar to INTASC principles.~~

~~[N.](12) “Working portfolio” means a collection of documents prepared by a Level 1 teacher and used as a tool for evaluation.~~

~~[O. “USOE” means the Utah State Office of Education.]~~

R277-522-3. Required Entry Years Enhancements Requirements for a Level 1 Teacher to Advance to a Level 2 License.

(1) Prior to advancement to a Level 2 license, a Level 1 teacher shall:

~~[A.](a) [Level 1 teachers shall] satisfactorily collaborate with a trained mentor[.];~~

~~(b) pass a required pedagogical exam[.];~~

~~(c) complete three years of employment and evaluation[.]; and~~

~~(d) compile a working portfolio.~~

~~[B. Collaboration with an assigned mentor:]~~

~~[(1)]2) A principal shall assign a mentor [shall be assigned] to each Level 1 teacher in the first semester of teaching[.];~~

~~[(a) The beginning teacher shall be assigned a trained mentor teacher by the principal] to supervise and act as a resource for the entry level teacher.~~

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~~(b)3~~ ~~[The]~~ A mentor teacher shall teach in the same school, and where feasible, in the same subject area as the Level 1 teacher.

~~(2)4~~ ~~[Qualification of a]~~ A mentor assigned in accordance with Subsection (2) shall:

~~(a)~~ ~~[A mentor shall]~~ hold a ~~[Utah Professional Educator's]~~ Level 2 or 3 license; and

~~(b)~~ ~~[A mentor shall]~~ have completed a mentor training program including continuing professional development.

~~(3)5~~ A mentor assigned in accordance with Subsection (2) shall:

~~(a)~~ guide the Level 1 teacher[s] to meet the procedural demands of the school and school district;

~~(b)~~ provide moral and emotional support;

~~(c)~~ arrange for opportunities for the Level 1 teacher to observe teachers who use various models of teaching;

~~(d)~~ share personal knowledge and expertise about new materials, planning strategies, curriculum development and teaching methods;

~~(e)~~ assist the Level 1 teacher with classroom management and discipline;

~~(f)~~ support the Level 1 teacher[s] on an ongoing basis;

~~(g)~~ help the Level 1 teacher[s] to understand the implications of student diversity for teaching and learning;

~~(h)~~ engage the Level 1 teacher in self-assessment and reflection; and

~~(i)~~ assist with development of the Level 1 teacher's portfolio.

~~[C. Passage of a pedagogical examination:~~

~~—— (1) The Praxis II - Principles of Learning and Teaching]~~

~~(6) A Level 1 teacher shall pass the Praxis II with a qualifying score of at least 160 prior to advancing to Level 2 licensure.~~

~~[a) shall be administered by ETS;~~

~~—— (b) shall be taken by the beginning teacher; the beginning teacher shall earn a qualifying score of at least 160;]~~

~~(c)a~~ A Level 1 teacher may ~~[be taken]~~ take the Praxis II successive times.

~~(2)b~~ The Superintendent shall post a Level 1 teacher's Praxis II ~~[R]~~ results ~~[shall be posted on]~~ in CACTUS.

~~[D. Successful evaluation under a school district employment and assessment/evaluation program:]~~

~~(7) A Level 1 teacher shall successfully complete evaluation through an LEA or accredited private school.~~

~~(1)a~~ A Level 1 ~~[Teachers]~~ teacher shall ~~[be fully employed]~~ maintain full employment for three years in ~~[Utah public schools or in]~~ an LEA or accredited private school[s].

~~(2)b~~ An ~~[Employing school districts]~~ employing LEA or accredited private school may, following evaluation of ~~[the individual's]~~ a Level 1 teacher's experience, determine that teaching experience outside of the Utah public schools satisfies the teaching[f] experience requirement of this rule.

~~(3)c~~ ~~[The school district]~~ An LEA has discretion in determining the employment or reemployment status of individuals.

~~(4)d)(i)~~ ~~[Employing school districts shall be responsible]~~ A Level 1 teacher's employing LEA or accredited private school is responsible for conducting the evaluations required under this rule[;].

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(ii) An LEA may assign evaluations required under this rule ~~[this duty may be assigned] to [the] a school principal.~~

~~[(5)e] [The] A Level 1 teacher's [assessment/]~~evaluations shall take place at least twice during the first year of teaching and at least twice during each of the following two years with a satisfactory final evaluation.

~~[E. Compilation of a working portfolio:]~~

~~(8) A Level 1 teacher shall compile a working portfolio during the teacher's entry years.~~

~~[(1)a] [The portfolio] A Level 1 teacher's employing LEA or accredited private school shall [be reviewed and evaluated by the employing school district] review and evaluate the portfolio.~~

~~[(2)b] The Superintendent may review the portfolio [may be reviewed by USOE staff] upon request during the Level 1 teacher's second year of teaching.~~

~~[(3)9] [the] A portfolio required under Subsection (8) shall be based upon INTASC principles; and may:~~

~~(a) include teaching artifacts;~~

~~(b) include notations explaining the artifacts; and~~

~~(c) include a reflection and self-assessment of [his or her] the teacher's own practice; or~~

~~(d) be interpreted broadly to include the employing [school district's] LEA's or accredited private school's requirement of samples of the first year teaching experience.~~

R277-522-4. Satisfaction of Entry Years Enhancements.

~~[A-](1) If a Level 1 teacher fails to complete all enhancements as enumerated in [this rule] Section R277-522-3, the Level 1 teacher [shall] may remain in a provisional employment status until the Level 1 teacher completes the enhancements.~~

~~[(1)a] [The school district] An LEA or accredited private school may make a written request to the [USOE Educator Licensing Section] Superintendent for a one year extension of the Level 1 license in order to provide time for the educator to satisfy entry years enhancements.~~

~~[(2)b] [The] A Level 1 teacher may repeat some or all of the entry years enhancements.~~

~~[(3)c] An opportunity to repeat or appeal an incomplete or unsatisfactory entry years enhancements process shall be designed and offered by the employing [school district] LEA or accredited private school.~~

~~[B. Recommendation for a Level 2 license:]~~

~~[(1)2] [Each school district] An LEA or accredited private school shall make an annual recommendation to the Board of teachers approved in its schools to receive a Level 2 license, including documentation demonstrating completion of the enhancements.~~

~~[(2)3] An LEA or accredited private school may also report [7]the names of teachers who did not successfully complete entry years enhancements [may also be reported] to the Board [annually by school districts].~~

~~[C-](4) The [Board shall receive] Superintendent shall prepare an annual report tracking the success of retention and the job satisfaction of Utah educators who complete the entry years enhancement program.~~

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KEY: teachers

Date of Enactment or Last Substantive Amendment: [~~July 16, 2004~~]2017

Notice of Continuation: September 13, 2017

Authorizing, and Implemented or Interpreted Law: Art X Sec 3; [~~53A-9-103(5);~~] 53A-6-102(2)(a)(iii); 53A-6-106; 53A-1-401[(3)]